

ABSTRAK

Penelitian ini bertujuan untuk menganalisis peran komitmen organisasi memediasi pengaruh gaya kepemimpinan dan kompetensi terhadap akuntabilitas pemerintah desa di Kabupaten Blitar.

Populasi dalam penelitian ini adalah 660 perangkat desa pada 22 kecamatan di Kabupaten Blitar dengan sampel yang digunakan 13 Kecamatan menghasilkan 105 responden. Teknik pengambilan sampel dalam penelitian ini menggunakan metode *simple random sampling*. Data yang digunakan dalam penelitian ini adalah data primer dengan menyebar kuesioner. Responden dalam penelitian ini ialah perangkat desa. Metode analisis yang digunakan dalam penelitian ini ialah dengan *SmartPLS Versi 3.0*.

Hasil penelitian ini menunjukkan bahwa gaya kepemimpinan dan kompetensi berpengaruh positif terhadap komitmen organisasi, lalu komitmen organisasi dapat memediasi pengaruh gaya kepemimpinan dan kompetensi terhadap akuntabilitas pemerintah desa, sedangkan gaya kepemimpinan dan kompetensi tidak berpengaruh terhadap akuntabilitas pemerintah desa.

Kata Kunci : Gaya Kepemimpinan, Kompetensi, Komitmen Organisasi, Akuntabilitas Pemerintah Desa

ABSTRACT

This research aimed to analyze the role of organization commitment in mediating the effect of leadership style and its competence on village accountability in local government of Blitar.

The population was 660 regional working units of 22 sub-districts in Blitar local government. While, the sample were 13 subdistricts with 105 respondents. The respondents it self were regional working unit. Moreover, the data collection technique used simple random sampling, by determining the amount of samples using the Slovin formula. It meant, the data was primary with questionnaires as the instrument. The respondents was regional working units in Blitar District. In addition, the data analysis technique used SmartPLS version 3.0 with outer model test and inner model

The research result concluded the leadership style and its competence had positive effect on the organization commitment. The organization commitment had positive effect on village accountability. The organization commitment had positive effect on village accountability. This commitment could mediate the effect of leadership style and its competence on village accountability. On the other hand, the leadership style and its competence did not effect on the village accountability.

Keywords: *Leadership Style, Competence, Organization Commitment, Village Accountability*